



**COUNTY OF SAN MATEO**  
Inter-Departmental Correspondence  
Human Resources



**Date:** October 2, 2013

**Board Meeting Date:** November 5, 2013

**Special Notice / Hearing:** None

**Vote Required:** Majority

**To:** Honorable Board of Supervisors

**From:** Donna Vaillancourt, Human Resources Director  
Nicole McKay, Employee Relations Manager

**Subject:** Amendment to the Memoranda of Understanding with American Federation of State, County and Municipal Employees (AFSCME) and Service Employees International Union (SEIU)

**RECOMMENDATION:**

Adopt a Resolution authorizing the approval of an amendment to the Memoranda of Understanding with American Federation of State, County and Municipal Employees and Service Employees International Union

**BACKGROUND:**

The current MOU's expire on October 11, 2014. The County concluded negotiations with AFSCME and SEIU for Extra Help on September 23, 2013. This amendment was agreed upon as a part of those negotiations. The membership has ratified the County's offer. The County, AFSCME and SEIU have met and conferred in good faith and agreed to the terms as described in the Agreement.

**DISCUSSION:**

This amendment covers all of the regular staff in classifications represented by AFSCME and SEIU.

**Term**

There is no change to the term for the AFSCME and SEIU Memoranda of Understanding which expire on October 11, 2014.

**Salary Adjustment**

Classifications in this bargaining unit will receive a three (3) percent increase upon adoption of this agreement.

County Counsel has reviewed and approved the Resolution as to form. Approval of this Resolution contributes to Shared Vision 2025 of a Collaborative Community by ensuring cost-effective compensation structures for County employees.

**FISCAL IMPACT:**

The cost of the salary adjustment for all AFSCME and SEIU regular employees will result in a net increase of approximately \$7,987,740 annually.